



intertrust
GROUP

Intertrust Group Diversity & Inclusion Charter

October 2020

At Intertrust Group, we want our workforce to reflect the world we live in. We can't deliver on our strategy or enjoy coming to work without it.

A workforce made up of different gender identities, nationalities, cultures, generations, ethnic groups, abilities, education, social backgrounds, sexual orientations and much more. Diversity makes our organisation stronger and more sustainable – it's critical to be open to different ways of thinking and acting to enhance long-term sustainability. We do not discriminate on the basis of age, skin colour, disability, gender, marital status, nationality, race, religion, sexual orientation, size, appearance, identity or other ethnic or cultural aspects.

Be diverse. Be inclusive. Be Intertrust.

Diversity is good for our business because our different backgrounds help us drive innovation, accelerate growth, and lead to more robust decisions and outcomes. Our diversity and our stellar inclusivity will help differentiate us from our competitors.

Diversity, helps us attract and retain the best and brightest talent, and allows us to understand and respond better to our customers needs It makes us more adaptable, helps us avoid group-think, and contributes to disrupting the status quo.

Inclusion increases our ability to engage and retain our talent since everyone will feel that their differences are valued and respected. Everyone at Intertrust Group should feel safe and supported, comfortable with being themselves and unafraid to voice different opinions. By creating this environment, we are all then free to do our best work.

To make sure we walk the talk, we want to make sure we can make this work and to do that we need to hold ourselves to account. We will do this by talking to you, reaching out through pulse surveys and our annual engagement survey. Please do let us know your views. We will also use a couple of external organizations like Great Places to work and Workplace Pride Foundation, so make sure we are learning from others outside the Company. We only succeed if we are a place people want to do great work.



Our diversity and our stellar inclusivity will help differentiate us from our competitors.



What we promise?

Everyone will have the same opportunities as anybody else, regardless of who they are or where they come from.



What we expect?

You do not always have to agree with each other, but we do want to treat each other with kindness and respect.

We expect our leaders to:

- Seek out **diverse perspectives**
- Create a workplace in which all individuals feel **supported and inspired**
- Be aware of their unconscious biases and be **open to understanding perspectives** that don't fit immediately with their own

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What do we commit to?

Our commitment to diversity and inclusion extends to all areas of the business including but not limited to:

- Attraction, selection and retention of employees
- Performance management
- Compensation & Benefits
- Talent management, internal mobility and succession planning
- Learning and capability development
- Health, safety and security
- Environmental, Social and Corporate Governance
- Product design and delivery
- Supplier management
- Customer service
- Meetings and day to day interaction



We commit to the following framework: Tell, Train & Track.



We will communicate internally and externally about diversity and inclusion, the positive impact, events and programs at every level of the organization.

Tell

We will communicate internally and externally about diversity and inclusion, the positive impact, events and programs at every level of the organization.

All employee handbooks and onboarding/induction will reflect our D&I approach.

All employees have access to whistleblowing mechanisms through which they can flag discrimination or lack of inclusion.

All internal people processes and practices to be updated to foster diversity and inclusion for all stakeholders.

Train

Raise awareness about conscious and unconscious bias through training efforts.

Provide learning tools to support other facets of diversity and inclusion.

Support the creation of employee networks committed to the development and inclusion of diverse talent.

Track

Measure progress of actions taken, through engagement surveys and tracking of the diversity of our employee base.

Track progress against external benchmarks.

Breach of policy will be fully investigated, managed and monitored.



**INTERTRUST GROUP
DIVERSITY & INCLUSION CHARTER**

We also commit to the following when it comes to our Management Board, Supervisory Board and Executive Committee.

- To increase the number of women on our Boards, whereby the board would include at least 30% female members;
- To create a diverse mix of knowledge, skills and expertise, in line with the required profiles;
- To ensure relevant professional and educational backgrounds within the Boards, including among other things: financial expertise; relevant industry knowledge; international experience; risk management experience; experience in the planning and implementation of company strategies; knowledge of IT; and governance and leadership experience.



Amongst other things,
we commit to
ensuring that relevant
professional and
educational
backgrounds are
represented within
the Boards.



How do we make sure this happens?

We set objectives for D&I across Intertrust Group, these are to be reviewed by the Executive Committee every year. These objectives would cover our practices, processes, training, employee feedback and compliance to this charter.

We communicate our D&I strategy and results in our annual reports.

Each office managing director owns the D&I agenda for their office.

Each regional managing director owns the D&I agenda for their region.

CEO owns the D&I agenda for the whole organization.

CHRO and Global Head of Talent facilitate the evolution of D&I in Intertrust Group with support of the wider HR organization at the relevant levels.

D&I agenda is the action plan created at every level that is consistent with the global D&I strategy, taking into consideration variation in local contexts.

A subset of the Exco will form a Global D&I steering committee and to meet biannually to drive the development of the D&I strategy, definition of global initiatives, driving of the tell, train and track framework. The D&I steering committee will include CHRO, CRO and one Regional MD. This committee will be facilitated by the Global Head of Talent.



We communicate our D&I strategy and results in our annual reports.

